

**Breckenridge Social Equity Advisory Commission**  
June 21, 2021 9:00am

**9:00 - Call to Order, Roll Call (Standing Item)**

**9:03 – Discussion/Approval of Agenda (Standing Item)**

**9:05 - Discussion/Approval of Minutes (Standing Item)**

**9:07 - Public Comment (Non-Agenda Items) (Standing Item)**

**9:10 - Staff Summary**

*Town staff met with Monica Williams (The Equity Project) on Friday, May 14 and discussed the Town Organizational Assessment and then again on Monday, May 17 to discuss next steps. On Monday, May 24 staff met again to determine the appropriate way to move forward with the development of strategies to inform the Equity Blueprint and create the Equity Lens.*

*Staff discussed next steps with Monica on Friday, June 11. These steps include:*

- *Creation of an overarching equity commitment statement by the Town (to be developed by existing sub-group of staff and Council members)*
- *BSEAC to create Mission and Vision statements, set goals to achieve higher level commitment established by the Town.*
- *Town Organization – review assessment and provide overview of results to staff, set goals to achieve higher level commitment.*

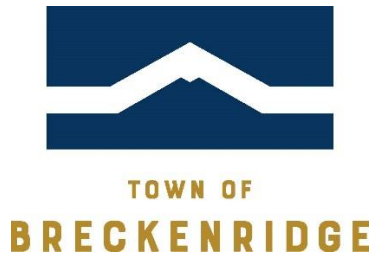
*The sub-group noted above will meet with Monica a few times over the next 6+ weeks to establish the Town commitment, goals, and the Equity Blueprint and Equity Lens.*

**9:20 – Mission Statement Review and Refinement**

**9:40 – Begin Reviewing Commission Priorities (Memo attached)**

**9:55 – Other Matters (Standing Item)**

**Adjournment**



**Breckenridge Social Equity Advisory Commission**  
May 17, 2021 9:00am

**9:00 - Call to Order, Roll Call**

*Attendees: Joyce De La Torre, Jason Smith, Carol Saade, Isaura Cirillo, Dick Carleton, Erin Gigliello, Jordan Burns, Tahja Grier, Alexandria Carns*

*Guests/Staff: Larissa O'Neil, Haley Littleton, Rick Holman and Shannon Haynes*

**9:03 – Discussion/Approval of Agenda (Standing Item)**

*Add SSD Equity Policy*

**9:05 - Discussion/Approval of Minutes (Standing Item)**

*No changes to minutes – Motion (Carol), Second (Erin), Approved*

**9:07 - Public Comment (Non-Agenda Items) (Standing Item)**

*Commission discussed an email from Anna Graves suggesting the Town create a list of female, LGBTQ+, BIPOC owned businesses.*

- *Formalize and agree fundamentally determine what the Commission believes they mean by “welcoming”; needs to be blended into the culture*
- *Reach to BTO/SDN, blog or story on local businesses that fit these groups*
- *CDOT has a Disenfranchised Business Enterprise category for construction projects*
- *Business needs to proactively engage, this should not be forced upon them*
- *Should we add businesses who are friendly towards these groups? Allies*
- *In the future, toolbox/policies that businesses may be able to use*
- *Must include Latinx community*

***Staff will explore and report back to Commission (Determine possible partner, similar programs in other communities, etc.)***

***Staff to provide the list of possible efforts the commission discussed at a previous meeting.***

***Commission will then prioritize.***

***Commission to consider a longer meeting in the future to discussion Mission and prioritize list of efforts.***

**9:10 - Staff Summary**

*Town staff are meeting with Monica on Friday, May 14 to discuss the Town Organizational Assessment and next steps. Staff can provide a verbal update during the Commission meeting on 5/17.*

*The TOB work group (Shannon, Dick, Erin, Carol, and Rick Holman) that has been meeting with The Equity Project will meet with Monica on Monday, May 17 to discuss next steps in creating the Equity Lens and Equity Blueprint. An email update will be provided in advance of the Commission's June meeting.*

**9:20 – Breckenridge Heritage Alliance Presentation on Barney Ford – Larissa O'Neil**

*Barney Ford PBS documentary: [https://www.youtube.com/watch?v=s-EZ\\_uE4VBY](https://www.youtube.com/watch?v=s-EZ_uE4VBY)*

*Letter from Barney Ford to his enslaver in October 1848, Larissa read excerpts (will share with the Commission: DONE)*

*BHA would like to elevate Ford's legacy and his story*

*January 2022 – Barney Ford's 200<sup>th</sup> birthday; BHA would like to honor him*

*Establish Barney Ford Day - Feb 1, 2022 (Tuesday)*

- *Local and State recognition*
- *Close to his birthday and kicks off Black History Month*
- *Possible event at the Riverwalk; get students involved, use as a learning opportunity*
- *Commission supports concept*

**9:35 – Outreach Brainstorming – with Haley Littleton**

*What would the commission define as success for increased engagement?*

- *Bigger communication strategy – communicate what Commission is doing once efforts are prioritized*
- *Solidify foundation of commission so everyone is on the same page*
- *Metric – increased public attendance; Haley suggests a “Coffee with Commissioners” or some meetings at different times*
- *Photos of commissioners so people know who they are*
- *Haley to create a short “elevator statement” for commissioners to use when speaking about the commission*
- *Letter to the editor*

**10:00 – Other Matters (Standing Item)**

***Commission will meet in person on June 21***

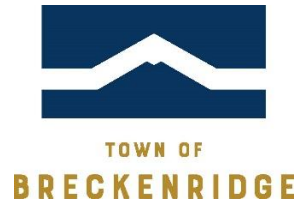
*SSD Equity Policy*

- *Significant in our community*
- *Could the commission weigh in on the SSD Board policy?*
  - o *Need additional information – policy, history, etc.*
  - o *Individuals can take a position*

*Mission Statement – Carol will bring this up during the next meeting with Monica to get her feedback*

**Adjournment**

***Motion (Tahja), Second (Jordan) at 10:24***



# Memo

**To:** Breckenridge Social Equity Advisory Commission  
**From:** Shannon Haynes, Assistant Town Manager  
**Date:** 6/14/2021  
**Subject:** Commission Priorities

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During the March 15 meeting, the Commission created a list of possible priorities to be addressed and/or influenced. During that discussion, the Commission agreed to think intentionally about priorities and to determine a system for organizing efforts. The intent of the proposed exercise is for the Commission to review the below list and select two or three areas of focus.

## Possible Priorities:

- Implement DEI training into other organizations in Town and/or with Town staff so that everyone is on board and they understand what social equity and inclusion are.
  - Prioritize Town staff
  - Invite Human Resources Director to BSEAC meeting to present ideas, discuss training already in place, training planned, and commit to a long-term effort.
- Commission could function as a resource to businesses and other organizations of how to encourage equity and DEI. Provide guidelines, making sure there are non-discriminatory rules in place.
- Utilize Isaura/Joyce to engage with the Latino Community, to encourage trust and a feeling of comfort, assist with translation.
- Consider reevaluation of Town signage, banners, etc. Changes need to be strategic and intentional.
- Consider ADA (Americans with Disabilities Act) accommodations (ex. closed captioning)
- Review policies and practices from the Town's perspective to make sure they are not having a disparate impact on groups and people.
- Create opportunities for the Commission to advise on community issues (ex. housing) to help ensure the Town has no practices that are creating an adverse impact like deed restrictions and making sure that diverse people can get into those properties (Silverthorne being challenged on ADA). Or, for example, undocumented people not applying for these properties because they are worried about their status being revealed.
  - Invite TOB Housing Manager, Laurie Best, to provide an overview of the Town Housing plan to the Commission.
  - [Town Housing webpages](#) (link)
- Evaluate the Town's recruiting, marketing, and hiring practices to determine if they are restricting people and find ways to broaden the net to bring in more diverse people and cultures.
- Address how immigration status impacts hiring, housing and other create other issues. Impacts of not having a social security number, driver's license, or a history of credit. Rental requirements – background checks, etc.
- Review Childcare Assistance program policies.
- Develop a plan to educate and provide citizens with access to information (ex. assistance from the state for first time home buyers).

Staff will be available at your meeting on June 21 to assist in facilitating this conversation.